

# Sofia Hermiston

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## PROFESSIONAL SUMMARY

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HR Manager with a track record building high-impact solutions and improving reliability.

## EXPERIENCE

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**Talent Acquisition Manager** — Kertzmann, Pacocha and Yost (2020-08-04 - Present)

- Led recruitment for 171 roles across EMEA/US, reducing time-to-hire by 10%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.

**People Operations Manager** — Hoppe LLC (2015-12-22 - 2024-10-23)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Implemented a performance review program which improved engagement scores by 16 points.

## SKILLS

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### Talent

Onboarding • Sourcing • Employer Branding • Recruitment

### Operations

Payroll Coordination • Benefits Administration

### People Practices

Succession Planning • Performance Management

### Compliance

Diversity & Inclusion • Employment Law • Workplace Investigations • GDPR

## EDUCATION

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MSc Human Resource Management, Koelpin and Sons University (2021)

## PROJECTS

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**caterva amita** - Front-line clear-thinking interface

## CERTIFICATIONS

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- CIPD Level 5/7